



## Susie Kutansky

Executive Vice President  
and Chief Human Resources Officer

As Executive Vice President and Chief Human Resources Officer for Constellation, Susie Kutansky and her team are responsible for the company's people and culture strategy and human resource operations, including compensation, benefits, employee and labor relations, inclusion and belonging, workforce planning and development, talent management, human resources technology systems, recruiting, and organizational effectiveness. She also oversees the real estate and facilities and corporate security teams. She serves on the Constellation Executive Committee, which sets strategy and direction for the company.

Constellation is America's largest producer of reliable and clean energy, with more than 55,000 megawatts of generating capacity from nuclear, wind, solar, natural gas, geothermal and hydro assets. The company also serves more than 2.5 million homes, businesses and public sector customers nationwide, including three-fourths of the Fortune 100.

### **Professional Background**

Kutansky most recently served as senior vice president of human resources at Constellation. In her previous role as vice president of human resources for ComEd, Kutansky set the HR strategy for over 6,000 employees as a member of the senior leadership team. Prior to that, she served as director of employee and labor relations for Exelon Generation then to ComEd where she led labor strategy development and execution, negotiations, training, contract interpretation and union relations.

In her 18 years of professional experience at Exelon, she held various roles providing expertise and counsel to the utility, generation and business services companies. She has also held HR leadership roles on cost optimization efforts and merger due diligence and integration. Before Exelon, she held human resource and new business roles at ADP TotalSource.

### **Community Work**

Kutansky is active with many charitable organizations such as Boys and Girls Club, the American Heart Association and St. Jude. Kutansky also uplifts and strengthens our communities through support for community arts, youth STEM opportunities, suicide prevention and Lyme disease awareness. Additionally, Kutansky is on the Constellation Foundation board, which was established to expand the company's philanthropic mission and further its commitment to investing long term in the communities it serves.

### **Educational Background**

Kutansky received her undergraduate degree at Indiana University, Bloomington. There she worked in the Department of Psychological and Brain Sciences. She received her J.D. from Valparaiso University School of Law where she volunteered as a mediator in the legal clinic. During law school, she also interned at ArcelorMittal Steel. Kutansky is a member of the Illinois Bar.